

SOCIAL POLICY

MIE SUSTAINABLE ENERGY SDN BHD (MIESE) is committed to the development of a stable and optimum profit-generating business structure. We believe that the key factor for this is human capital development in different levels of organization.

In accordance with the sustainable development of this industry, we are committed to:

TREAT ALL RELEVANT AND RELATED STAKEHOLDERS/CLIENTS/EMPLOYEES WITH RESPECT and politely without taking into consideration race, skin color, belief, gender, religion, political views, nationality, origin, or any differential traits. These shall be imposed on all levels of employees, neighboring communities, and all relevant parties.

- **PROVIDING EQUAL OPPORTUNITY** in employment recruitment and employment without taking consideration of race, skin color, belief, gender, religion, political views, nationality, origin, or any differential traits.
- **PROVIDING EQUAL AND FAIR TREATS** by upholding all employees' rights under our management of us. However, we will not tolerate any wrong-doings against the applicable laws and regulations, discrimination, impartiality, violence, and sexual harassment.
- **RESPECT EMPLOYEES' RIGHT** the freedom to join a trade union relevant to the industry or to organize themselves for collective bargaining. Employees shall have the right to organize and negotiate their work conditions. Employees exercising this right should not be discriminated against or suffer repercussions.
- **FORBIDING** any children and young person's labor exploitation.



YUSA' HASSAN

Chief Executive Officer

18 March 2024